

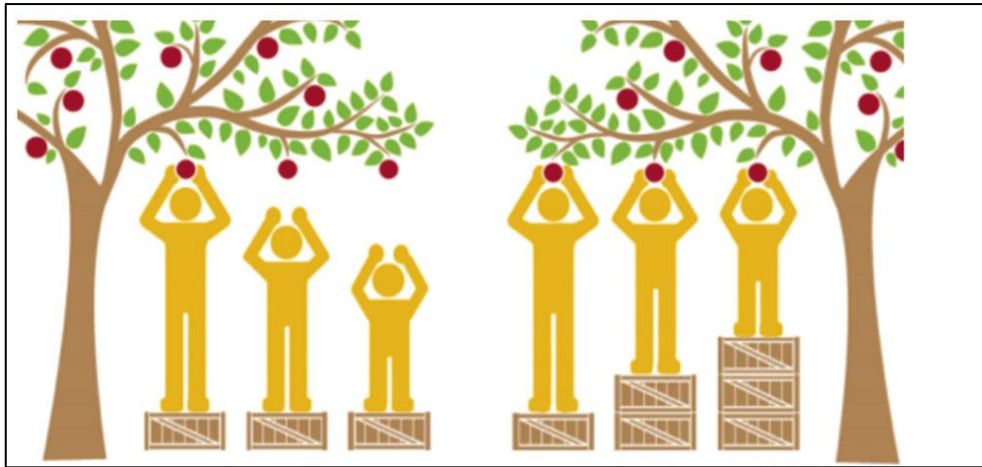


Gokhale Education Society's
H.P.T. Arts and R.Y.K. Science College, Nashik-05
Prin. T. A. Kulkarni, Vidya Nagar, Nashik- 422005
"Higher Education for All"



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Permanently Affiliated to Savitribai Phule Pune University (ID No.: PU/NS/AS/001(1924))
NAAC Re-Accredited: 'A' Grade, ISO 9001:2015 Certified College, Best College award by SPPU 2019-20

Gender Sensitization and Equity



POLICY

Introduction

Gender sensitization and equity are crucial in higher education institutes as they play a vital role in shaping the minds and attitudes of future leaders, professionals, and citizens. By promoting a culture of respect, inclusivity, and equality, higher education institutes can help break down gender stereotypes and biases, fostering a more equitable and just society. Gender sensitization and equity initiatives can also enhance the academic experience, as students from diverse backgrounds feel valued, supported, and empowered to reach their full potential. Moreover, a gender-sensitive and equitable environment can lead to improved mental health, reduced instances of gender-based violence and harassment, and increased participation of women and marginalized groups in academic and extracurricular activities. By prioritizing gender sensitization and equity, higher education institutes can contribute to the development of a more inclusive, tolerant, and progressive society, ultimately shaping a brighter future for all.

HPT Arts & RYK Science College, Nashik is committed to creating a safe, inclusive, and equitable environment for all students, faculty, and staff, regardless of their gender, sexual orientation, or gender identity. The college recognizes the importance of promoting gender sensitivity and equity in all aspects of college life, including academics, extracurricular activities, and campus culture.

Objectives

- To promote a culture of respect, inclusivity, and equality among all members of the college community.
- To create a safe and supportive environment for students, faculty, and staff of all genders.
- To address and prevent gender-based violence, harassment, and discrimination.
- To promote equal opportunities and access to resources for all students, faculty, and staff.
- To foster a culture of open communication and dialogue on issues related to gender and equity.

Scope

This policy applies to all students, faculty, and staff of HPT Arts & RYK Science College, Nashik, including:

1. All students enrolled in the college, including undergraduate and postgraduate and Research students.

2. All faculty members, including teaching and non-teaching staff.
3. All administrative and support staff.

Key Principles

1. **Respect and Inclusivity:** The college is committed to creating a culture of respect and inclusivity, where all members of the college community feel valued and supported.
2. **Zero Tolerance:** The college has a zero-tolerance policy towards gender-based violence, harassment, and discrimination.
3. **Equal Opportunities:** The college is committed to providing equal opportunities and access to resources for all students, faculty, and staff, regardless of their gender.
4. **Confidentiality:** The college will maintain confidentiality in all matters related to gender-based complaints and concerns.
5. **Accountability:** The college will hold all members of the college community accountable for promoting and maintaining a culture of respect, inclusivity, and equity.

Policy Provisions

1. **Gender-Based Violence and Harassment:** The college will not tolerate any form of gender-based violence or harassment, including physical, emotional, or verbal abuse.
2. **Discrimination:** The college will not discriminate against any student, faculty, or staff member on the basis of their gender, sexual orientation, or gender identity.
3. **Equal Access to Resources:** The college will provide equal access to resources, including academic programs, extracurricular activities, and campus facilities, for all students, faculty, and staff. The college will help needy students to obtain govt. free ships and scholarships.
4. **Support Services:** The college will provide support services, including counselling and academic support, to students, faculty, and staff who have experienced gender-based violence or harassment. The college will provide leaves and financial support (if required) to staff to attend FDP/RC/Seminars.
5. **Encouragement:** The college will encourage gender equity among students by offering 'Best Student' award to a boy and a girl student every year. Representative of boys and girls will get proper representation on committees including IQAC.
6. **Training and Awareness:** The college will provide regular training and awareness programs on gender sensitivity and equity for all students, faculty, and staff. The college will create awareness on 'Gender Equity' by ensuring participation of all genders through;

- Academic activities like seminars, conferences and expert lectures
- Co-curricular activities like study tours, field visits and exhibitions
- Cultural programmes, sports events and Annual Gathering
- Induction Programmes for Students
- Orientation Programmes for Staff
- Counselling, especially for Girls Students
- Staging plays/skits featuring gender reversal roles
- Highlighting the part of syllabi that emphasises gender equity, especially through literature and art
- Making students aware about the tradition of equity on College campus

Implementation and Monitoring

1. **Gender Equity and Sensitization Committee:** The college will establish a Gender Sensitization Committee, comprising of faculty members, students, and administrative staff, to oversee the implementation of this policy. The Committee will ensure that harmonious relations among staff members and students are maintained on the campus. The Committee will make efforts to incorporate guidelines given by UGC, National Commission for Women and Govt. of Maharashtra on Gender Sensitization and Equity.
2. **Complaint Mechanism:** The college will to effectively administer a complaint mechanism, including Students' Grievances Redressal Committee, Internal Complaint Committee and Vishakha Committee for addressing grievances of students. These mechanisms will receive and address complaints related to gender-based violence, harassment, and discrimination.
3. **Regular Review:** The college will review this policy regularly, in consultation with the Gender Sensitization Committee, to ensure its effectiveness and relevance.

Consequences of Non-Compliance

Any member of the college community found guilty of violating this policy will face disciplinary action, including:

1. Warning
2. Suspension
3. Expulsion
4. Termination of employment

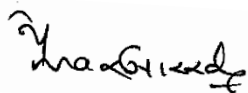
Conclusion

HPT Arts & RYK Science College, Nashik is committed to creating a safe, inclusive, and equitable environment for all members of the college community. This policy is a step towards promoting gender sensitivity and equity in all aspects of college life. The college expects all students, faculty, and staff to respect and adhere to this policy.

This policy is reviewed and finalised on 15th June 2024.

Reference circulars for guidelines:

- **Maharashtra State Policy and Action Plan for Gender Equality and Women's Empowerment- 2022**
<http://www.bamu.ac.in/Portals/0/GEWE-Policy.pdf>
- **National Commission for Women- Gender Sensitization Booklet**
http://ncw.nic.in/sites/default/files/Booklet-%20Gender%20Sensitization_0.pdf
- **UGC- Recommendations of the Committee on Women Safety and Security**
https://www.ugc.gov.in/pdfnews/6110248_CURRICULUM-FRAMEWORK-ENVIRONMENT-FOR-WOMEN-WOMEN-CELL.pdf



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